



Customer No.:



07278

PATENT TRADEMARK OFFICE

Docket No.: 6565/1G622-US1

**DECLARATION  
AND POWER OF ATTORNEY  
Original Application**

As a below named inventor, I declare that the information given herein is true, that I believe that I am the original, first and sole inventor if only one name is listed at 1 below, or a joint inventor if plural inventors are named below, of the invention entitled:

**INTERACTIVE EMPLOYMENT SYSTEM AND METHOD**

which is described and claimed in:

☐ the attached specification or ☒ the specification in application Serial No. 09/839,502, filed April 20, 2001  
(for declaration not accompanying appl.)

that I do not know and do not believe that the same was ever known or used in the United States of America before my or our invention thereof or patented or described in any printed publication in any country before my or our invention thereof, or more than one year prior to this application, or in public use or on sale in the United States of America more than one year prior to this application, that the invention has not been patented or made the subject of an inventor's certificate issued before the date of this application in any country foreign to the United States of America on an application filed by me or my legal representatives or assigns more than twelve months prior to this application, that I acknowledge my duty to disclose information of which I am aware which is material to patentability in accordance with 37 CFR §1.56. I hereby state that I have reviewed and understand the contents of the above-identified specification, including the claims, as amended by any amendment referred to above. I hereby claim the priority benefits under 35 U.S.C. §119 of any application(s) for patent or inventor's certificate listed below. All foreign applications for patent or inventor's certificate on this invention filed by me or my legal representatives or assigns prior to the application(s) of which priority is claimed are also identified below.

**PRIOR APPLICATION(S), IF ANY, OF WHICH PRIORITY IS CLAIMED**

<u>COUNTRY</u>	<u>APPLICATION NO.</u>	<u>DATE OF FILING</u>
U.S.	60/199,038	April 21, 2000



**ALL FOREIGN APPLICATIONS, IF ANY, FILED PRIOR  
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all of the firm of DARBY & DARBY P.C., 805 Third Avenue, New York, NY 10022

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DARBY & DARBY P.C.  
805 Third Avenue  
New York, NY 10022

Chanah Brenenson  
  
212-527-7700

**FULL NAME AND RESIDENCE OF INVENTOR 1**

LAST NAME: BHAMRE                      FIRST NAME: Neal                      MIDDLE NAME:  
CITY: San Francisco                      STATE OR FOREIGN COUNTRY: California                      COUNTRY OF CITIZENSHIP: U.S.  
POST OFFICE ADDRESS: 2941 23rd Avenue                      CITY: San Francisco  
STATE OR COUNTRY: California                      ZIP CODE: 94132

**FULL NAME AND RESIDENCE OF INVENTOR 2**

LAST NAME: MAYER                      FIRST NAME: Juliana                      MIDDLE NAME:  
CITY: San Francisco                      STATE OR FOREIGN COUNTRY: California                      COUNTRY OF CITIZENSHIP: U.S.  
POST OFFICE ADDRESS: 218 Waller Street                      CITY: San Francisco  
STATE OR COUNTRY: California                      ZIP CODE: 94102

**FULL NAME AND RESIDENCE OF INVENTOR 3**

LAST NAME: PINEDA                      FIRST NAME: Andres                      MIDDLE NAME:  
CITY: Mill Valley                      STATE OR FOREIGN COUNTRY: California                      COUNTRY OF CITIZENSHIP: U.S.  
POST OFFICE ADDRESS: 775 E. Blithedale #276                      CITY: Mill Valley  
STATE OR COUNTRY: California                      ZIP CODE: 94941

FULL NAME AND RESIDENCE OF INVENTOR 4

LAST NAME: REILLY FIRST NAME: Colleen MIDDLE NAME:  
CITY: San Francisco STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.  
POST OFFICE ADDRESS: 221 Noe Street Apt. 8 CITY: San Francisco  
STATE OR COUNTRY: California ZIP CODE: 94114

FULL NAME AND RESIDENCE OF INVENTOR 5

LAST NAME: ROSE FIRST NAME: Sparky MIDDLE NAME: Wilson  
CITY: San Francisco STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.  
POST OFFICE ADDRESS: 32 Ford Street CITY: San Francisco  
STATE OR COUNTRY: California ZIP CODE: 94114

FULL NAME AND RESIDENCE OF INVENTOR 6

LAST NAME: SCHMIDT FIRST NAME: David MIDDLE NAME:  
CITY: San Francisco STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.  
POST OFFICE ADDRESS: 1690 Broadway Street, Apt. 710 CITY: San Francisco  
STATE OR COUNTRY: California ZIP CODE: 94109

FULL NAME AND RESIDENCE OF INVENTOR 7

LAST NAME: SOLOFF FIRST NAME: David MIDDLE NAME:  
CITY: San Francisco STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.  
POST OFFICE ADDRESS: 1035 Deharo #2 CITY: San Francisco  
STATE OR COUNTRY: California ZIP CODE: 94107

FULL NAME AND RESIDENCE OF INVENTOR 8

LAST NAME: SPIECZNY FIRST NAME: Steven MIDDLE NAME:  
CITY: Los Angeles STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.  
POST OFFICE ADDRESS: 3442 S. Centinela, Suite 8 CITY: Los Angeles  
STATE OR COUNTRY: California ZIP CODE: 90066

I further declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code, and that such willful false statements may jeopardize the validity of the application or any patent issuing thereon.

SIGNATURE OF INVENTOR 1: Neal RBL DATED: 3/4/02  
Neal BHAMRE

SIGNATURE OF INVENTOR 2: \_\_\_\_\_ DATED: \_\_\_\_\_  
Juliana MAYER

SIGNATURE OF INVENTOR 3: \_\_\_\_\_ DATED: \_\_\_\_\_  
Andres PINEDA

SIGNATURE OF INVENTOR 4: \_\_\_\_\_ DATED: \_\_\_\_\_  
Colleen REILLY

SIGNATURE OF INVENTOR 5: \_\_\_\_\_ DATED: \_\_\_\_\_  
Sparky Wilson ROSE

SIGNATURE OF INVENTOR 6: \_\_\_\_\_ DATED: \_\_\_\_\_  
David SCHMIDT

SIGNATURE OF INVENTOR 7: \_\_\_\_\_ DATED: \_\_\_\_\_  
David SOLOFF

SIGNATURE OF INVENTOR 8: \_\_\_\_\_ DATED: \_\_\_\_\_  
Steven SPIECZNY

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U.S.	60/199,038	April 21, 2000

**RECEIVED**

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**OFFICE OF PETITIONS**

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Chanah Brenenson  
  
212-527-7700

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POST OFFICE ADDRESS: 2941 23rd Avenue		CITY: San Francisco
STATE OR COUNTRY: California	ZIP CODE: 94132	

**FULL NAME AND RESIDENCE OF INVENTOR 2**

LAST NAME: MAYER	FIRST NAME: Juliana	MIDDLE NAME:
CITY: San Francisco	STATE OR FOREIGN COUNTRY: California	COUNTRY OF CITIZENSHIP: U.S.
POST OFFICE ADDRESS: 218 Waller Street		CITY: San Francisco
STATE OR COUNTRY: California	ZIP CODE: 94102	

**FULL NAME AND RESIDENCE OF INVENTOR 3**

LAST NAME: PINEDA	FIRST NAME: Andres	MIDDLE NAME:
CITY: Mill Valley	STATE OR FOREIGN COUNTRY: California	COUNTRY OF CITIZENSHIP: U.S.
POST OFFICE ADDRESS: 775 E. Blithedale #276		CITY: Mill Valley
STATE OR COUNTRY: California	ZIP CODE: 94941	

FULL NAME AND RESIDENCE OF INVENTOR 4

LAST NAME: REILLY FIRST NAME: Colleen MIDDLE NAME:  
CITY: San Francisco STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.  
POST OFFICE ADDRESS: 221 Noe Street Apt. 8 CITY: San Francisco  
STATE OR COUNTRY: California ZIP CODE: 94114

FULL NAME AND RESIDENCE OF INVENTOR 5

LAST NAME: ROSE FIRST NAME: Sparky MIDDLE NAME: Wilson  
CITY: San Francisco STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.  
POST OFFICE ADDRESS: 32 Ford Street CITY: San Francisco  
STATE OR COUNTRY: California ZIP CODE: 94114

FULL NAME AND RESIDENCE OF INVENTOR 6

LAST NAME: SCHMIDT FIRST NAME: David MIDDLE NAME:  
CITY: San Francisco STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.  
POST OFFICE ADDRESS: 1690 Broadway Street, Apt. 710 CITY: San Francisco  
STATE OR COUNTRY: California ZIP CODE: 94109

FULL NAME AND RESIDENCE OF INVENTOR 7

LAST NAME: SOLOFF FIRST NAME: David MIDDLE NAME:  
CITY: San Francisco STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.  
POST OFFICE ADDRESS: 1035 Deharo #2 CITY: San Francisco  
STATE OR COUNTRY: California ZIP CODE: 94107

FULL NAME AND RESIDENCE OF INVENTOR 8

LAST NAME: SPIECZNY FIRST NAME: Steven MIDDLE NAME:  
CITY: Los Angeles STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.  
POST OFFICE ADDRESS: 3442 S. Centinela, Suite 8 CITY: Los Angeles  
STATE OR COUNTRY: California ZIP CODE: 90066

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SIGNATURE OF INVENTOR 1: \_\_\_\_\_ DATED: \_\_\_\_\_

Neal BHAMRE

SIGNATURE OF INVENTOR 2: \_\_\_\_\_ DATED: 3.6.02

  
Juliana MAYER

SIGNATURE OF INVENTOR 3: \_\_\_\_\_ DATED: \_\_\_\_\_

Andres PINEDA

SIGNATURE OF INVENTOR 4: \_\_\_\_\_ DATED: \_\_\_\_\_

Colleen REILLY

SIGNATURE OF INVENTOR 5: \_\_\_\_\_ DATED: \_\_\_\_\_

Sparky Wilson ROSE

SIGNATURE OF INVENTOR 6: \_\_\_\_\_ DATED: \_\_\_\_\_

David SCHMIDT

SIGNATURE OF INVENTOR 7: \_\_\_\_\_ DATED: \_\_\_\_\_

David SOLOFF

SIGNATURE OF INVENTOR 8: \_\_\_\_\_ DATED: \_\_\_\_\_

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STATE OR COUNTRY: California	ZIP CODE: 94132	

**FULL NAME AND RESIDENCE OF INVENTOR 2**

LAST NAME: MAYER	FIRST NAME: Juliana	MIDDLE NAME:
CITY: San Francisco	STATE OR FOREIGN COUNTRY: California	COUNTRY OF CITIZENSHIP: U.S.
POST OFFICE ADDRESS: 218 Waller Street	CITY: San Francisco	
STATE OR COUNTRY: California	ZIP CODE: 94102	

**FULL NAME AND RESIDENCE OF INVENTOR 3**

LAST NAME: PINEDA	FIRST NAME: Andres	MIDDLE NAME:
CITY: Mill Valley	STATE OR FOREIGN COUNTRY: California	COUNTRY OF CITIZENSHIP: U.S.
POST OFFICE ADDRESS: 775 E. Blithedale #276	CITY: Mill Valley	
STATE OR COUNTRY: California	ZIP CODE: 94941	

FULL NAME AND RESIDENCE OF INVENTOR 4

LAST NAME: REILLY FIRST NAME: Colleen MIDDLE NAME:  
CITY: San Francisco STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.  
POST OFFICE ADDRESS: 221 Noe Street Apt. 8 CITY: San Francisco  
STATE OR COUNTRY: California ZIP CODE: 94114

FULL NAME AND RESIDENCE OF INVENTOR 5

LAST NAME: ROSE FIRST NAME: Sparky MIDDLE NAME: Wilson  
CITY: San Francisco STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.  
POST OFFICE ADDRESS: 32 Ford Street CITY: San Francisco  
STATE OR COUNTRY: California ZIP CODE: 94114

FULL NAME AND RESIDENCE OF INVENTOR 6

LAST NAME: SCHMIDT FIRST NAME: David MIDDLE NAME:  
CITY: San Francisco STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.  
POST OFFICE ADDRESS: 1690 Broadway Street, Apt. 710 CITY: San Francisco  
STATE OR COUNTRY: California ZIP CODE: 94109

FULL NAME AND RESIDENCE OF INVENTOR 7

LAST NAME: SOLOFF FIRST NAME: David MIDDLE NAME:  
CITY: San Francisco STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.  
POST OFFICE ADDRESS: 1035 Deharo #2 CITY: San Francisco  
STATE OR COUNTRY: California ZIP CODE: 94107

FULL NAME AND RESIDENCE OF INVENTOR 8

LAST NAME: SPIECZNY FIRST NAME: Steven MIDDLE NAME:  
CITY: Los Angeles STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.  
POST OFFICE ADDRESS: 3442 S. Centinela, Suite 8 CITY: Los Angeles  
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SIGNATURE OF INVENTOR 2: \_\_\_\_\_ DATED: \_\_\_\_\_  
Juliana MAYER

SIGNATURE OF INVENTOR 3:  \_\_\_\_\_ DATED: 3/6/2002  
Andres PINEDA

SIGNATURE OF INVENTOR 4: \_\_\_\_\_ DATED: \_\_\_\_\_  
Colleen REILLY

SIGNATURE OF INVENTOR 5: \_\_\_\_\_ DATED: \_\_\_\_\_  
Sparky Wilson ROSE

SIGNATURE OF INVENTOR 6: \_\_\_\_\_ DATED: \_\_\_\_\_  
David SCHMIDT

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David SOLOFF

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STATE OR COUNTRY: California ZIP CODE: 94114

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LAST NAME: ROSE FIRST NAME: Sparky MIDDLE NAME: Wilson  
CITY: San Francisco STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.  
POST OFFICE ADDRESS: 32 Ford Street CITY: San Francisco  
STATE OR COUNTRY: California ZIP CODE: 94114

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STATE OR COUNTRY: California ZIP CODE: 90066

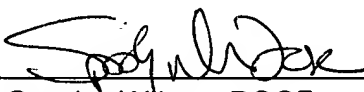
I further declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code, and that such willful false statements may jeopardize the validity of the application or any patent issuing thereon.

SIGNATURE OF INVENTOR 1: \_\_\_\_\_ DATED: \_\_\_\_\_  
Neal BHAMRE

SIGNATURE OF INVENTOR 2: \_\_\_\_\_ DATED: \_\_\_\_\_  
Juliana MAYER

SIGNATURE OF INVENTOR 3: \_\_\_\_\_ DATED: \_\_\_\_\_  
Andres PINEDA

SIGNATURE OF INVENTOR 4: \_\_\_\_\_ DATED: \_\_\_\_\_  
Colleen REILLY

SIGNATURE OF INVENTOR 5:  \_\_\_\_\_ DATED: 3/14/02  
Sparky Wilson ROSE

SIGNATURE OF INVENTOR 6: \_\_\_\_\_ DATED: \_\_\_\_\_  
David SCHMIDT

SIGNATURE OF INVENTOR 7: \_\_\_\_\_ DATED: \_\_\_\_\_  
David SOLOFF

SIGNATURE OF INVENTOR 8: \_\_\_\_\_ DATED: \_\_\_\_\_  
Steven SPIECZNY



Customer No.:



Docket No.: 6565/1G622-US1



07278

PATENT TRADEMARK OFFICE

**DECLARATION  
AND POWER OF ATTORNEY**  
Original Application

As a below named inventor, I declare that the information given herein is true, that I believe that I am the original, first and sole inventor if only one name is listed at 1 below, or a joint inventor if plural inventors are named below, of the invention entitled:

**INTERACTIVE EMPLOYMENT SYSTEM AND METHOD**

which is described and claimed in:

☐ the attached specification or ☒ the specification in application Serial No. 09/839,502, filed April 20, 2001  
(for declaration not accompanying appl.)

that I do not know and do not believe that the same was ever known or used in the United States of America before my or our invention thereof or patented or described in any printed publication in any country before my or our invention thereof, or more than one year prior to this application, or in public use or on sale in the United States of America more than one year prior to this application, that the invention has not been patented or made the subject of an inventor's certificate issued before the date of this application in any country foreign to the United States of America on an application filed by me or my legal representatives or assigns more than twelve months prior to this application, that I acknowledge my duty to disclose information of which I am aware which is material to patentability in accordance with 37 CFR §1.56. I hereby state that I have reviewed and understand the contents of the above-identified specification, including the claims, as amended by any amendment referred to above. I hereby claim the priority benefits under 35 U.S.C. §119 of any application(s) for patent or inventor's certificate listed below. All foreign applications for patent or inventor's certificate on this invention filed by me or my legal representatives or assigns prior to the application(s) of which priority is claimed are also identified below.

**PRIOR APPLICATION(S), IF ANY, OF WHICH PRIORITY IS CLAIMED**

COUNTRY

APPLICATION NO.

DATE OF FILING

U.S.

60/199,038

April 21, 2000

**RECEIVED**

MAR 20 2002

OFFICE OF PETITIONS



**ALL FOREIGN APPLICATIONS, IF ANY, FILED PRIOR  
TO THE APPLICATION(S) OF WHICH PRIORITY IS CLAIMED**

COUNTRY                      APPLICATION NO.                      DATE OF FILING

**POWER OF ATTORNEY:**

As a named inventor, I hereby appoint the following attorney(s) and/or agents(s) to prosecute this application and transact all business in the Patent and Trademark office connected therewith: Gordon D. Coplein #19,165, Michael J. Sweedler #19,937, S. Peter Ludwig #25,351, Paul Fields #20,298, Marc S. Gross #19,614, Joseph B. Lerch #26,936, Melvin C. Garner #26,272, Ethan Horwitz #27,646, Adda C. Gogoris #29,714, Bert J. Lewen #19,407, Henry Sternberg #22,408, Peter C. Schechter #31,662, Robert Schaffer #31,194, Robert C. Sullivan, Jr. #30,499, Ira J. Levy #35,587, Joseph R. Robinson #33,448, Scott G. Lindvall #40,325, Paul F. Fehlner, Ph.D. #35,135, David Leason #36,195, Chanah Brenenson #47,442

all of the firm of DARBY & DARBY P.C., 805 Third Avenue, New York, NY 10022

SEND CORRESPONDENCE TO:                      DIRECT TELEPHONE CALLS TO:

DARBY & DARBY P.C.  
805 Third Avenue  
New York, NY 10022

Chanah Brenenson  
  
212-527-7700

**FULL NAME AND RESIDENCE OF INVENTOR 1**

LAST NAME: BHAMRE                      FIRST NAME: Neal                      MIDDLE NAME:  
CITY: San Francisco                      STATE OR FOREIGN COUNTRY: California                      COUNTRY OF CITIZENSHIP: U.S.  
POST OFFICE ADDRESS: 2941 23rd Avenue                      CITY: San Francisco  
STATE OR COUNTRY: California                      ZIP CODE: 94132

**FULL NAME AND RESIDENCE OF INVENTOR 2**

LAST NAME: MAYER                      FIRST NAME: Juliana                      MIDDLE NAME:  
CITY: San Francisco                      STATE OR FOREIGN COUNTRY: California                      COUNTRY OF CITIZENSHIP: U.S.  
POST OFFICE ADDRESS: 218 Waller Street                      CITY: San Francisco  
STATE OR COUNTRY: California                      ZIP CODE: 94102

**FULL NAME AND RESIDENCE OF INVENTOR 3**

LAST NAME: PINEDA                      FIRST NAME: Andres                      MIDDLE NAME:  
CITY: Mill Valley                      STATE OR FOREIGN COUNTRY: California                      COUNTRY OF CITIZENSHIP: U.S.  
POST OFFICE ADDRESS: 775 E. Blithedale #276                      CITY: Mill Valley  
STATE OR COUNTRY: California                      ZIP CODE: 94941

FULL NAME AND RESIDENCE OF INVENTOR 4

LAST NAME: REILLY	FIRST NAME: Colleen	MIDDLE NAME:
CITY: San Francisco	STATE OR FOREIGN COUNTRY: California	COUNTRY OF CITIZENSHIP: U.S.
POST OFFICE ADDRESS: 221 Noe Street Apt. 8		CITY: San Francisco
STATE OR COUNTRY: California	ZIP CODE: 94114	

FULL NAME AND RESIDENCE OF INVENTOR 5

LAST NAME: ROSE	FIRST NAME: Sparky	MIDDLE NAME: Wilson
CITY: San Francisco	STATE OR FOREIGN COUNTRY: California	COUNTRY OF CITIZENSHIP: U.S.
POST OFFICE ADDRESS: 32 Ford Street		CITY: San Francisco
STATE OR COUNTRY: California	ZIP CODE: 94114	

FULL NAME AND RESIDENCE OF INVENTOR 6

LAST NAME: SCHMIDT	FIRST NAME: David	MIDDLE NAME:
CITY: San Francisco	STATE OR FOREIGN COUNTRY: California	COUNTRY OF CITIZENSHIP: U.S.
POST OFFICE ADDRESS: 1690 Broadway Street, Apt. 710		CITY: San Francisco
STATE OR COUNTRY: California	ZIP CODE: 94109	

FULL NAME AND RESIDENCE OF INVENTOR 7

LAST NAME: SOLOFF	FIRST NAME: David	MIDDLE NAME:
CITY: San Francisco	STATE OR FOREIGN COUNTRY: California	COUNTRY OF CITIZENSHIP: U.S.
POST OFFICE ADDRESS: 1035 Deharo #2		CITY: San Francisco
STATE OR COUNTRY: California	ZIP CODE: 94107	

FULL NAME AND RESIDENCE OF INVENTOR 8

LAST NAME: SPIECZNY	FIRST NAME: Steven	MIDDLE NAME:
CITY: Los Angeles	STATE OR FOREIGN COUNTRY: California	COUNTRY OF CITIZENSHIP: U.S.
POST OFFICE ADDRESS: 3442 S. Centinela, Suite 8		CITY: Los Angeles
STATE OR COUNTRY: California	ZIP CODE: 90066	

I further declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code, and that such willful false statements may jeopardize the validity of the application or any patent issuing thereon.

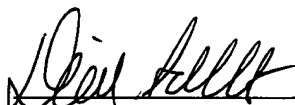
SIGNATURE OF INVENTOR 1: \_\_\_\_\_ DATED: \_\_\_\_\_  
Neal BHAMRE

SIGNATURE OF INVENTOR 2: \_\_\_\_\_ DATED: \_\_\_\_\_  
Juliana MAYER

SIGNATURE OF INVENTOR 3: \_\_\_\_\_ DATED: \_\_\_\_\_  
Andres PINEDA

SIGNATURE OF INVENTOR 4: \_\_\_\_\_ DATED: \_\_\_\_\_  
Colleen REILLY

SIGNATURE OF INVENTOR 5: \_\_\_\_\_ DATED: \_\_\_\_\_  
Sparky Wilson ROSE

SIGNATURE OF INVENTOR 6:  \_\_\_\_\_ DATED: 3/4/2002  
David SCHMIDT

SIGNATURE OF INVENTOR 7: \_\_\_\_\_ DATED: \_\_\_\_\_  
David SOLOFF

SIGNATURE OF INVENTOR 8: \_\_\_\_\_ DATED: \_\_\_\_\_  
Steven SPIECZNY

Customer No.:



Docket No.: 6565/1G622-US1



07278

PATENT TRADEMARK OFFICE

**DECLARATION  
AND POWER OF ATTORNEY  
Original Application**

As a below named inventor, I declare that the information given herein is true, that I believe that I am the original, first and sole inventor if only one name is listed at 1 below, or a joint inventor if plural inventors are named below, of the invention entitled:

**INTERACTIVE EMPLOYMENT SYSTEM AND METHOD**

which is described and claimed in:

☐ the attached specification or ☒ the specification in application Serial No. 09/839,502, filed April 20, 2001  
(for declaration not accompanying appl.)

that I do not know and do not believe that the same was ever known or used in the United States of America before my or our invention thereof or patented or described in any printed publication in any country before my or our invention thereof, or more than one year prior to this application, or in public use or on sale in the United States of America more than one year prior to this application, that the invention has not been patented or made the subject of an inventor's certificate issued before the date of this application in any country foreign to the United States of America on an application filed by me or my legal representatives or assigns more than twelve months prior to this application, that I acknowledge my duty to disclose information of which I am aware which is material to patentability in accordance with 37 CFR §1.56. I hereby state that I have reviewed and understand the contents of the above-identified specification, including the claims, as amended by any amendment referred to above. I hereby claim the priority benefits under 35 U.S.C. §119 of any application(s) for patent or inventor's certificate listed below. All foreign applications for patent or inventor's certificate on this invention filed by me or my legal representatives or assigns prior to the application(s) of which priority is claimed are also identified below.

**PRIOR APPLICATION(S), IF ANY, OF WHICH PRIORITY IS CLAIMED**

<u>COUNTRY</u>	<u>APPLICATION NO.</u>	<u>DATE OF FILING</u>
U.S.	60/199,038	April 21, 2000

**RECEIVED**

**MAR 20 2002**

**OFFICE OF PETITIONS**



**ALL FOREIGN APPLICATIONS, IF ANY, FILED PRIOR  
TO THE APPLICATION(S) OF WHICH PRIORITY IS CLAIMED**

COUNTRY                      APPLICATION NO.                      DATE OF FILING

**POWER OF ATTORNEY:**

As a named inventor, I hereby appoint the following attorney(s) and/or agents(s) to prosecute this application and transact all business in the Patent and Trademark office connected therewith: Gordon D. Coplein #19,165, Michael J. Sweedler #19,937, S. Peter Ludwig #25,351, Paul Fields #20,298, Marc S. Gross #19,614, Joseph B. Lerch #26,936, Melvin C. Garner #26,272, Ethan Horwitz #27,646, Adda C. Gogoris #29,714, Bert J. Lewen #19,407, Henry Sternberg #22,408, Peter C. Schechter #31,662, Robert Schaffer #31,194, Robert C. Sullivan, Jr. #30,499, Ira J. Levy #35,587, Joseph R. Robinson #33,448, Scott G. Lindvall #40,325, Paul F. Fehlner, Ph.D. #35,135, David Leason #36,195, Chanah Brenenson #47,442

all of the firm of DARBY & DARBY P.C., 805 Third Avenue, New York, NY 10022

SEND CORRESPONDENCE TO:                      DIRECT TELEPHONE CALLS TO:

DARBY & DARBY P.C.  
805 Third Avenue  
New York, NY 10022

Chanah Brenenson  
  
212-527-7700

**FULL NAME AND RESIDENCE OF INVENTOR 1**

LAST NAME: BHAMRE                      FIRST NAME: Neal                      MIDDLE NAME:  
CITY: San Francisco                      STATE OR FOREIGN COUNTRY: California                      COUNTRY OF CITIZENSHIP: U.S.  
POST OFFICE ADDRESS: 2941 23rd Avenue                      CITY: San Francisco  
STATE OR COUNTRY: California                      ZIP CODE: 94132

**FULL NAME AND RESIDENCE OF INVENTOR 2**

LAST NAME: MAYER                      FIRST NAME: Juliana                      MIDDLE NAME:  
CITY: San Francisco                      STATE OR FOREIGN COUNTRY: California                      COUNTRY OF CITIZENSHIP: U.S.  
POST OFFICE ADDRESS: 218 Waller Street                      CITY: San Francisco  
STATE OR COUNTRY: California                      ZIP CODE: 94102

**FULL NAME AND RESIDENCE OF INVENTOR 3**

LAST NAME: PINEDA                      FIRST NAME: Andres                      MIDDLE NAME:  
CITY: Mill Valley                      STATE OR FOREIGN COUNTRY: California                      COUNTRY OF CITIZENSHIP: U.S.  
POST OFFICE ADDRESS: 775 E. Blithedale #276                      CITY: Mill Valley  
STATE OR COUNTRY: California                      ZIP CODE: 94941

**RECEIVED**  
**MAR 20 2002**  
**OFFICE OF PETITIONS**

FULL NAME AND RESIDENCE OF INVENTOR 4

LAST NAME: REILLY FIRST NAME: Colleen MIDDLE NAME:  
CITY: San Francisco STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.  
POST OFFICE ADDRESS: 221 Noe Street Apt. 8 CITY: San Francisco  
STATE OR COUNTRY: California ZIP CODE: 94114

FULL NAME AND RESIDENCE OF INVENTOR 5

LAST NAME: ROSE FIRST NAME: Sparky MIDDLE NAME: Wilson  
CITY: San Francisco STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.  
POST OFFICE ADDRESS: 32 Ford Street CITY: San Francisco  
STATE OR COUNTRY: California ZIP CODE: 94114

FULL NAME AND RESIDENCE OF INVENTOR 6

LAST NAME: SCHMIDT FIRST NAME: David MIDDLE NAME:  
CITY: San Francisco STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.  
POST OFFICE ADDRESS: 1690 Broadway Street, Apt. 710 CITY: San Francisco  
STATE OR COUNTRY: California ZIP CODE: 94109

FULL NAME AND RESIDENCE OF INVENTOR 7

LAST NAME: SOLOFF FIRST NAME: David MIDDLE NAME:  
CITY: San Francisco STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.  
POST OFFICE ADDRESS: 1035 Deharo #2 CITY: San Francisco  
STATE OR COUNTRY: California ZIP CODE: 94107

FULL NAME AND RESIDENCE OF INVENTOR 8

LAST NAME: SPIECZNY FIRST NAME: Steven MIDDLE NAME:  
CITY: Los Angeles STATE OR FOREIGN COUNTRY: California COUNTRY OF CITIZENSHIP: U.S.  
POST OFFICE ADDRESS: 3442 S. Centinela, Suite 8 CITY: Los Angeles  
STATE OR COUNTRY: California ZIP CODE: 90066

I further declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code, and that such willful false statements may jeopardize the validity of the application or any patent issuing thereon.

SIGNATURE OF INVENTOR 1: \_\_\_\_\_ DATED: \_\_\_\_\_  
Neal BHAMRE

SIGNATURE OF INVENTOR 2: \_\_\_\_\_ DATED: \_\_\_\_\_  
Juliana MAYER


SIGNATURE OF INVENTOR 3: \_\_\_\_\_ DATED: \_\_\_\_\_  
Andres PINEDA

SIGNATURE OF INVENTOR 4: \_\_\_\_\_ DATED: \_\_\_\_\_  
Colleen REILLY

SIGNATURE OF INVENTOR 5: \_\_\_\_\_ DATED: \_\_\_\_\_  
Sparky Wilson ROSE

SIGNATURE OF INVENTOR 6: \_\_\_\_\_ DATED: \_\_\_\_\_  
David SCHMIDT

SIGNATURE OF INVENTOR 7: \_\_\_\_\_ DATED: \_\_\_\_\_  
David SOLOFF

SIGNATURE OF INVENTOR 8:  DATED: 3/6/02  
Steven SPIECZYNY



Customer No.:



Docket No.: 6565/1G622-US1

**DECLARATION  
AND POWER OF ATTORNEY  
Original Application**

As a below named inventor, I declare that the information given herein is true, that I believe that I am the original, first and sole inventor if only one name is listed at 1 below, or a joint inventor if plural inventors are named below, of the invention entitled:

**INTERACTIVE EMPLOYMENT SYSTEM AND METHOD**

which is described and claimed in:

☒ [X] the attached specification or ☐ [] the specification in application  
Serial No. , filed X  
(for declaration not accompanying appl.)

that I do not know and do not believe that the same was ever known or used in the United States of America before my or our invention thereof or patented or described in any printed publication in any country before my or our invention thereof, or more than one year prior to this application, or in public use or on sale in the United States of America more than one year prior to this application, that the invention has not been patented or made the subject of an inventor's certificate issued before the date of this application in any country foreign to the United States of America on an application filed by me or my legal representatives or assigns more than twelve months prior to this application, that I acknowledge my duty to disclose information of which I am aware which is material to patentability in accordance with 37 CFR §1.56. I hereby state that I have reviewed and understand the contents of the above-identified specification, including the claims, as amended by any amendment referred to above. I hereby claim the priority benefits under 35 U.S.C. §119 of any application(s) for patent or inventor's certificate listed below. All foreign applications for patent or inventor's certificate on this invention filed by me or my legal representatives or assigns prior to the application(s) of which priority is claimed are also identified below.

**PRIOR APPLICATION(S), IF ANY, OF WHICH PRIORITY IS CLAIMED**

<u>COUNTRY</u>	<u>APPLICATION NO.</u>	<u>DATE OF FILING</u>
U.S.	60/199,038	April 21, 2000

ALL FOREIGN APPLICATIONS, IF ANY, FILED PRIOR  
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COUNTRY                      APPLICATION NO.                      DATE OF FILING

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805 Third Avenue  
New York, NY 10022

**DIRECT TELEPHONE CALLS TO:**

Chanah Brenenson  
212-527-7700

FULL NAME AND RESIDENCE OF INVENTOR 1

LAST NAME: PINEDA                      FIRST NAME: Andres                      MIDDLE NAME:  
CITY: Mill Valley                      STATE OR FOREIGN COUNTRY: California                      COUNTRY OF CITIZENSHIP: U.S.  
POST OFFICE ADDRESS: 775 E. Blithedale #276                      CITY: Mill Valley                      STATE OR COUNTRY: California  
ZIP CODE: 94941

FULL NAME AND RESIDENCE OF INVENTOR 2

LAST NAME: MAYER                      FIRST NAME: Juliana                      MIDDLE NAME:  
CITY: San Francisco                      STATE OR FOREIGN COUNTRY: California                      COUNTRY OF CITIZENSHIP: U.S.  
POST OFFICE ADDRESS: 218 Waller Street                      CITY: San Francisco                      STATE OR COUNTRY: California  
ZIP CODE: 94102

FULL NAME AND RESIDENCE OF INVENTOR 3

LAST NAME: SPIECZNY                      FIRST NAME: Steven                      MIDDLE NAME:  
CITY: San Francisco                      STATE OR FOREIGN COUNTRY: California                      COUNTRY OF CITIZENSHIP: U.S.  
POST OFFICE ADDRESS: 510 Jersey Street                      CITY: San Francisco                      STATE OR COUNTRY: California  
ZIP CODE: 94114

FULL NAME AND RESIDENCE OF INVENTOR 4

LAST NAME: SCHMIDT                      FIRST NAME: David                      MIDDLE NAME:  
CITY: San Francisco                      STATE OR FOREIGN COUNTRY: California                      COUNTRY OF CITIZENSHIP: U.S.  
POST OFFICE ADDRESS: 1690 Broadway Street, Apt. 708                      CITY: San Francisco                      STATE OR COUNTRY: California  
ZIP CODE: 94109

FULL NAME AND RESIDENCE OF INVENTOR 5

LAST NAME: SOLOFF                      FIRST NAME: David                      MIDDLE NAME:  
CITY: San Francisco                      STATE OR FOREIGN COUNTRY: California                      COUNTRY OF CITIZENSHIP: U.S.  
POST OFFICE ADDRESS: 1035 Deharo #2                      CITY: San Francisco                      STATE OR COUNTRY: California  
ZIP CODE: 94107

FULL NAME AND RESIDENCE OF INVENTOR 6

LAST NAME: ROSE                      FIRST NAME: Sparky                      MIDDLE NAME: Wilson  
CITY: San Francisco                      STATE OR FOREIGN COUNTRY: California                      COUNTRY OF CITIZENSHIP: U.S.  
POST OFFICE ADDRESS: 32 Ford Street                      CITY: San Francisco                      STATE OR COUNTRY: California  
ZIP CODE: 94114

FULL NAME AND RESIDENCE OF INVENTOR 7

LAST NAME: REILLY                      FIRST NAME: Colleen                      MIDDLE NAME:  
CITY: San Francisco                      STATE OR FOREIGN COUNTRY: California                      COUNTRY OF CITIZENSHIP: U.S.  
POST OFFICE ADDRESS: 650 Townsend Street #375                      CITY: San Francisco                      STATE OR COUNTRY: California  
ZIP CODE: 94103

FULL NAME AND RESIDENCE OF INVENTOR 8

LAST NAME: BHAMRE                      FIRST NAME: Neal                      MIDDLE NAME:  
CITY: San Francisco                      STATE OR FOREIGN COUNTRY: California                      COUNTRY OF CITIZENSHIP: U.S.  
POST OFFICE ADDRESS: 2941 23rd Avenue                      CITY: San Francisco                      STATE OR COUNTRY: California  
ZIP CODE: 94132

I further declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code, and that such willful false statements may jeopardize the validity of the application or any patent issuing thereon.

SIGNATURE OF INVENTOR 1: \_\_\_\_\_ DATED: \_\_\_\_\_  
Andres PINDA

SIGNATURE OF INVENTOR 2: \_\_\_\_\_ DATED: \_\_\_\_\_  
Juliana MAYER

SIGNATURE OF INVENTOR 3: \_\_\_\_\_ DATED: \_\_\_\_\_  
Steven SPIECZNY

SIGNATURE OF INVENTOR 4: \_\_\_\_\_ DATED: \_\_\_\_\_  
David SCHMIDT

SIGNATURE OF INVENTOR 5: \_\_\_\_\_ DATED: \_\_\_\_\_  
David SOLOFF


SIGNATURE OF INVENTOR 6: \_\_\_\_\_ DATED: \_\_\_\_\_  
Sparky Wilson ROSE

SIGNATURE OF INVENTOR 7: \_\_\_\_\_ DATED: \_\_\_\_\_  
Colleen REILLY

SIGNATURE OF INVENTOR 8: \_\_\_\_\_ DATED: \_\_\_\_\_  
Neal BHAMRE

I further declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code, and that such willful false statements may jeopardize the validity of the application or any patent issuing thereon.

SIGNATURE OF INVENTOR 1: \_\_\_\_\_ DATED: \_\_\_\_\_  
Andres PINDA

SIGNATURE OF INVENTOR 2:  \_\_\_\_\_ DATED: 4/8/01  
Juliana MAYER

SIGNATURE OF INVENTOR 3: \_\_\_\_\_ DATED: \_\_\_\_\_  
Steven SPIECZNY

SIGNATURE OF INVENTOR 4: \_\_\_\_\_ DATED: \_\_\_\_\_  
David SCHMIDT

SIGNATURE OF INVENTOR 5: \_\_\_\_\_ DATED: \_\_\_\_\_  
David SOLOFF

SIGNATURE OF INVENTOR 6: \_\_\_\_\_ DATED: \_\_\_\_\_  
Sparky Wilson ROSE

SIGNATURE OF INVENTOR 7: \_\_\_\_\_ DATED: \_\_\_\_\_  
Colleen REILLY

SIGNATURE OF INVENTOR 8: \_\_\_\_\_ DATED: \_\_\_\_\_  
Neal BHAMRE

I further declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code, and that such willful false statements may jeopardize the validity of the application or any patent issuing thereon.

SIGNATURE OF INVENTOR 1: \_\_\_\_\_ DATED: \_\_\_\_\_  
Andres PINDA

SIGNATURE OF INVENTOR 2: \_\_\_\_\_ DATED: \_\_\_\_\_  
Juliana MAYER

SIGNATURE OF INVENTOR 3:  \_\_\_\_\_ DATED: 4/16/01  
Steven SPIECZNY

SIGNATURE OF INVENTOR 4: \_\_\_\_\_ DATED: \_\_\_\_\_  
David SCHMIDT

SIGNATURE OF INVENTOR 5: \_\_\_\_\_ DATED: \_\_\_\_\_  
David SOLOFF

SIGNATURE OF INVENTOR 6: \_\_\_\_\_ DATED: \_\_\_\_\_  
Sparky Wilson ROSE

SIGNATURE OF INVENTOR 7: \_\_\_\_\_ DATED: \_\_\_\_\_  
Colleen REILLY

SIGNATURE OF INVENTOR 8: \_\_\_\_\_ DATED: \_\_\_\_\_  
Neal BHAMRE

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SIGNATURE OF INVENTOR 1: \_\_\_\_\_ DATED: \_\_\_\_\_  
Andres PINDA

SIGNATURE OF INVENTOR 2: \_\_\_\_\_ DATED: \_\_\_\_\_  
Juliana MAYER

SIGNATURE OF INVENTOR 3: \_\_\_\_\_ DATED: \_\_\_\_\_  
Steven SPIECZNY

SIGNATURE OF INVENTOR 4: *David Schmidt* DATED: 4/6/01  
David SCHMIDT

SIGNATURE OF INVENTOR 5: \_\_\_\_\_ DATED: \_\_\_\_\_  
David SOLOFF

SIGNATURE OF INVENTOR 6: \_\_\_\_\_ DATED: \_\_\_\_\_  
Sparky Wilson ROSE

SIGNATURE OF INVENTOR 7: \_\_\_\_\_ DATED: \_\_\_\_\_  
Colleen REILLY

SIGNATURE OF INVENTOR 8: \_\_\_\_\_ DATED: \_\_\_\_\_  
Neal BHAMRE

I further declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code, and that such willful false statements may jeopardize the validity of the application or any patent issuing thereon.

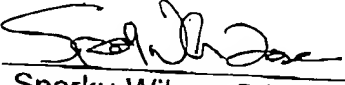
SIGNATURE OF INVENTOR 1: \_\_\_\_\_ DATED: \_\_\_\_\_  
Andres PINDA

SIGNATURE OF INVENTOR 2: \_\_\_\_\_ DATED: \_\_\_\_\_  
Juliana MAYER

SIGNATURE OF INVENTOR 3: \_\_\_\_\_ DATED: \_\_\_\_\_  
Steven SPIECZNY

SIGNATURE OF INVENTOR 4: \_\_\_\_\_ DATED: \_\_\_\_\_  
David SCHMIDT

SIGNATURE OF INVENTOR 5: \_\_\_\_\_ DATED: \_\_\_\_\_  
David SOLOFF

SIGNATURE OF INVENTOR 6:  \_\_\_\_\_ DATED: 3/19/01  
Sparky Wilson ROSE

SIGNATURE OF INVENTOR 7: \_\_\_\_\_ DATED: \_\_\_\_\_  
Colleen REILLY

SIGNATURE OF INVENTOR 8: \_\_\_\_\_ DATED: \_\_\_\_\_  
Neal BHAMRE